



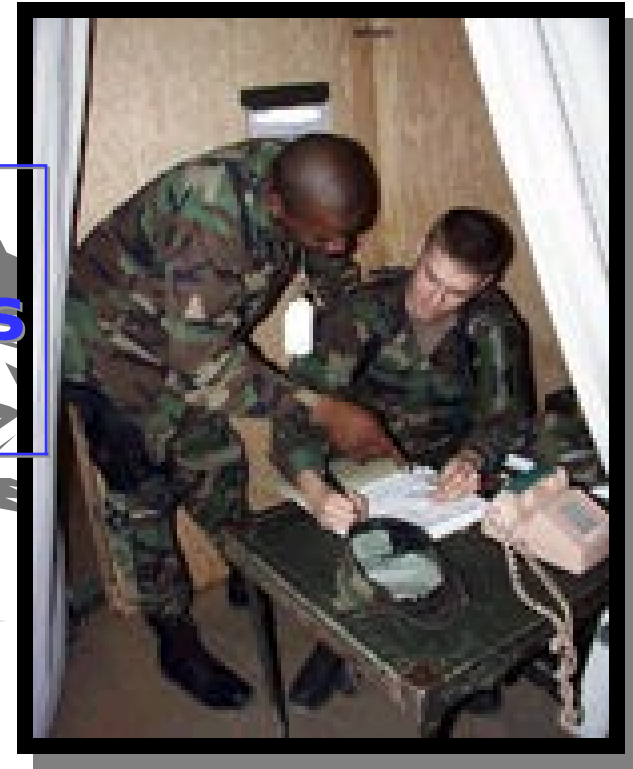
ADJUTANT GENERAL'S CORPS



CMF 42

MOS 42A - Human Resources

MOS 42L - Administration



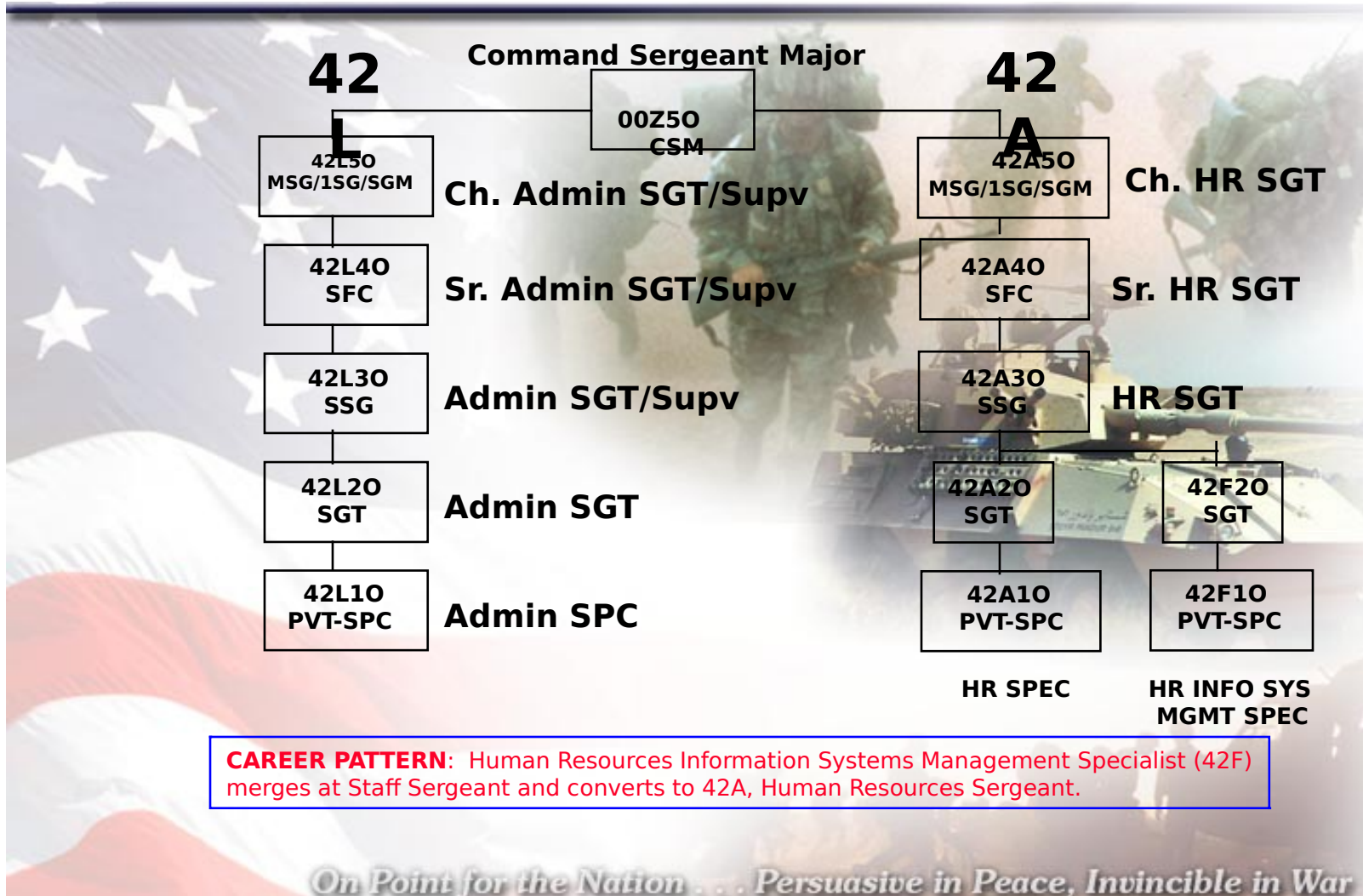
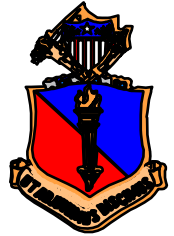
**FY06 CSM/SGM/USASMA Selection Board
Proponent Information Packet**





ADJUTANT GENERAL'S CORPS

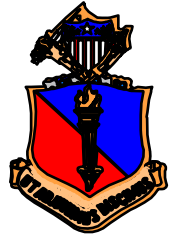
CMF 42 Career Pattern





ADJUTANT GENERAL'S CORPS

CMF 42



Mission/Characteristics

42A

The mission of Human Resources Specialist (MOS 42A) is to supervise and execute the Military Personnel Support System (MILPER system) that supports Battalions, Brigades, Divisions, Corps, Installations, MACOMs, HQDA, and DOD Agencies, including non-standard organizations*.

42L

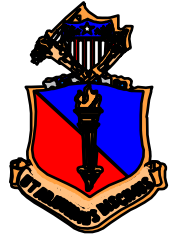
The mission of Administrative Sergeants (MOS 42L) is to supervise, execute, and standardize administrative support in commands, staff elements, and agencies at all levels of command throughout DA and DOD, including non-standard organizations*.

*Non-standard organizations within the MILPER system include, but are not limited to, MACOMs, service schools, special operations groups, and other tactical and non-tactical major command headquarters.





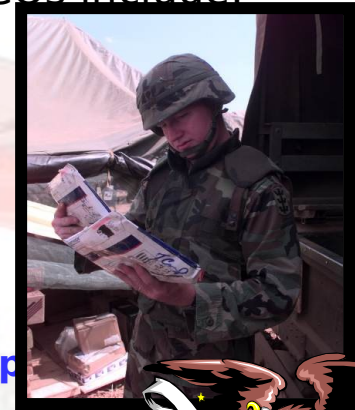
ADJUTANT GENERAL'S CORPS



MOS 42A - Description

MOS 42A performs and supervises Human Resources Support at Battalion, Brigade, Division, Installation, Corps, Theater, HQDA, DOD, or Joint level. Major responsibilities of Human Resources NCOs include:

- **Personnel Accounting and Strength Reporting**
- **Casualty Operations Management**
- **Replacement and Reception Operations**
- **Essential Personnel Services (Functions)**
- **Personnel Readiness Management**
- **Personnel Information Management**
- **Morale, Welfare, and Recreation and Community Support**



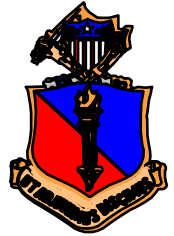
Chief/Senior, Human Resources Sergeant-42A5

Supervises the functions and activities of personnel service support; personnel readiness, personnel information, personnel accounting and strength reporting, replacement and casualty operations management. Manages the functions of Human Resources Specialist (42A) and HR Information Systems Management Specialist (42F).





ADJUTANT GENERAL'S CORPS



MOS 42A - Career Enhancing Assignments

MOST CHALLENGING ASSIGNMENTS

- Bde S1 Senior Human Resources Sergeant
- Strength Management NCO - Division/Corps
- Series Chief, Army Service School
- Assistant Commandant, NCOA
- First Sergeant (SQI M)
- AC/RC Advisor (Title XI)
- Postal Supervisor/Inspector (ASI F4)

CHALLENGING ASSIGNMENTS

- Human Resources Sergeant at MACOM/DOD/Joint Staff
- Manpower/Force Development NCO (ASI A3)
- Section/Division/Dept NCOIC (AG Related Functions)
- Operations Sergeant
- Senior Professional Development NCO/Advisor
- Inspector General NCO
- Equal Opportunity Advisor (SQI Q)

PROMOTION ENHANCING ASSIGNMENTS AT PREVIOUS GRADES:

- BN S1 Senior Human Resources Sergeant
- Drill Sergeant
- Recruiter
- Detachment Sergeant
- Instructor - Army Service School (SQI 8)
- Small Group Leader - NCO Academy
- Observer/Controller JRTC/NTC

PROMOTION ENHANCING ASSIGNMENTS AT PREVIOUS GRADES: (CONT)

- Writer/Developer - Army Service School
- Career Mgmt NCO/Professional Development NCO
- Executive Administrative Assistant (ASI E3)

QUICK REFERENCE CHART

ASI	A3, E3, F4, 2S
SQI	8, Q, M
TDA	73.2%
TOE	26.8%
INST	5 (1.8%)
EOA	6 (2.2%)
1SG	52 (18.8%)

(Note: Career Enhancing Assignments are not listed in order of precedence)





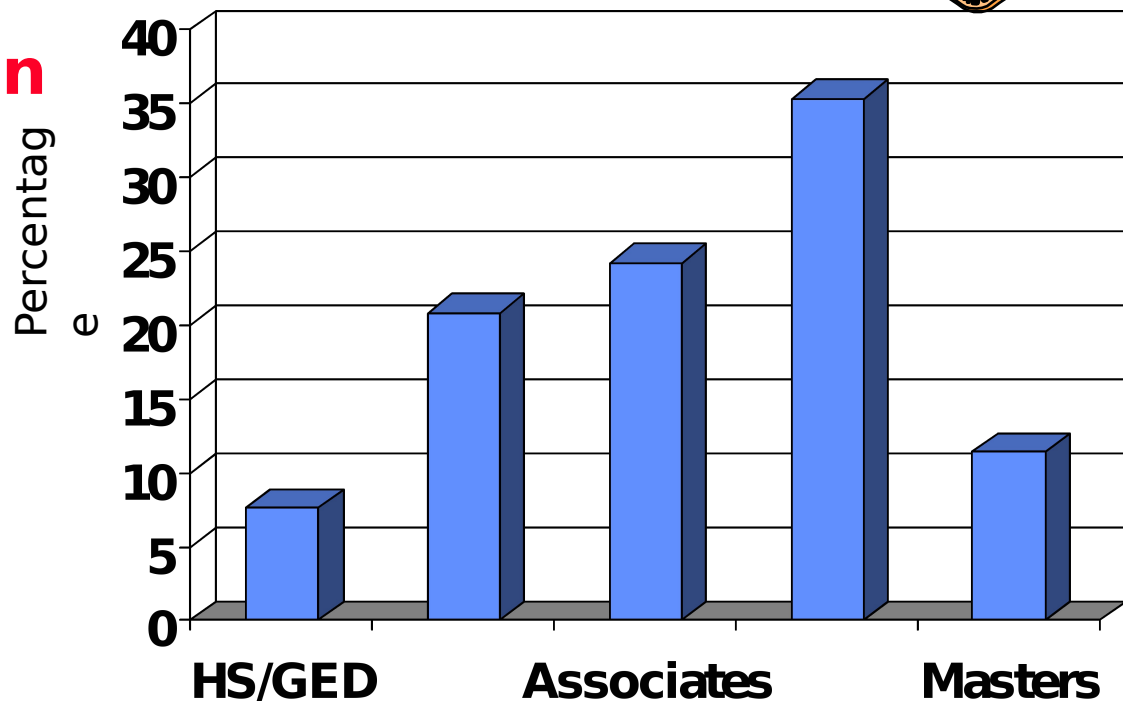
ADJUTANT GENERAL'S CORPS



MOS 42A - Education

- USASMA
- ANCOC
- Manpower and Force Development (ASI A3)
- Battle Staff Course (ASI 2S)
- Postal Supervisor Course (ASI F4)
- First Sergeant Course (SQI M)
- Equal Opportunity Advisor Course (SQI Q)

* Civilian education by itself does not determine promotion potential; however, it is a good indicator of an NCOs desire to excel and professionally develop themselves as leaders. When reviewing civilian education, attention should also be given to the demands of the job. The Career Development Model recommends AA/AS by the 10th year of service and a BA/BS by the 15th year of service.



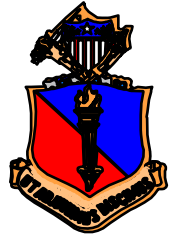
Current civilian education levels for Skill Level

11.4% Master's Degree
35.3% Bachelor's Degree
24.2% Associate's Degree
20.8% 2 yrs college (60 SH)
7.6% HS diploma or equivalent
0.3% Non-HS Grad





ADJUTANT GENERAL'S CORPS



MOS 42A - Unique Characteristics

- ✓ **PROFICIENCY IN FEEDER MOSs:** NCOs in this MOS must be technically proficient in both feeder MOS tasks (42A and 42F) to properly perform their duties.
- ✓ **TOE VS. TDA ASSIGNMENTS:** Authorizations at SSG and SFC are approximately 55% in TOE and 45% in TDA. At MSG 73.2% of positions are in the TDA. NCOs should have a variety of assignments in TDA and TOE.
- ✓ **SPECIAL DUTY POSITIONS:** 1SG, Drill Sergeant, Recruiter, EO Advisor, AC/RC and Instructor positions are limited in MOS 42A. Many qualified 42As may not serve in special duty positions because of the limited authorizations.

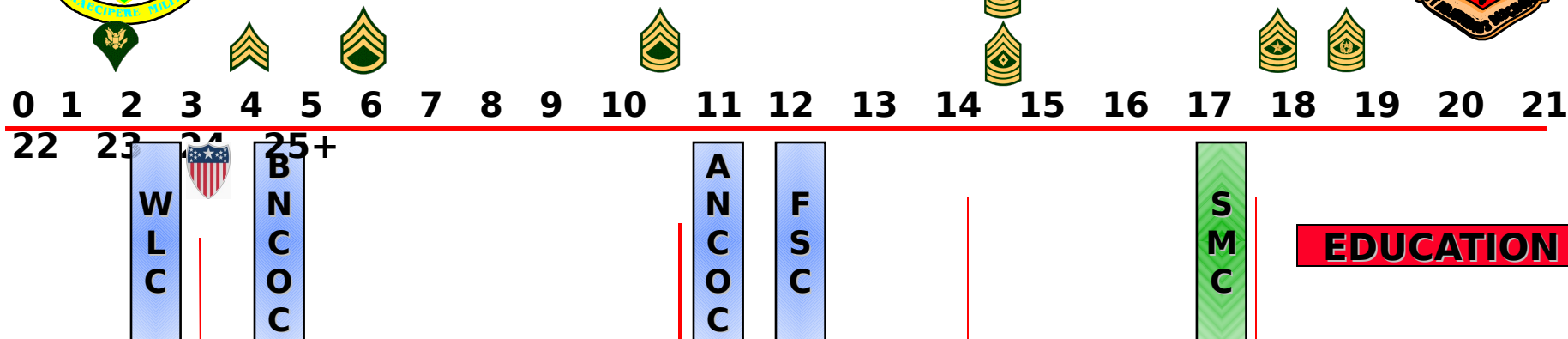
	DRILL SGT AUTHS	RECRUITER AUTHS	INSTRUCTOR AUTHS	EOA AUTHS	1SG AUTHS
SSG	70 (4.8%)	122 (8.4%)	55 (3.8%)	NA	NA
SFC	29 (2.1%)	0 (0.0%)	28 (2.0%)	42 (3.1%)	NA
MSG	NA	NA	5 (1.8%)	6 (2.2%)	52 (18.8%)

(x.x%) = Percent of authorizations for that grade based on total authorizations





CMF 42 Lifecycle Development & Utilization ADJUTANT GENERAL'S CORPS



Typical Assignments

PZ SFC			PZ MSG		PZ SGM
SPC STAFF HR Spec R5, Postal, Casualty G1/S1 Section HR Info Sys Mgmt Spec	SGT STAFF HR SGT G1/S1 Staff NCO R5, Cas, Postal Team Chief HR Info Sys Mgmt SGT	SSG STAFF HR SGT Postal Supv G1/S1 Staff NCO R5, Cas, Postal NCO	SFC STAFF BN S1 SR HR SGT Div/Corps G1 Staff NCO HRC Branch Manager	MSG/1SG STAFF BDE S1 SR HR SGT Corps/Div G1 Sec NCOIC HRSC Sec Chief HRC Branch NCOIC Strength Mgmt NCO	SGM/CSM STAFF HRSC Div SGM Army G1 SGM TAGD SGM EPMD SGM G1/AG SGM HRC, Branch SGM Proponent SGM OPNS SGM
SPECIAL CPL Recruiter Instrumentalist Exec Admin Asst Attaché Spec	LEADERSHIP Drill Sergeant SQD/TM Ldr Section Ldr	LEADERSHIP Drill Sergeant AIT Instructor SGL, NCOA Squad Leader	LEADERSHIP Detachment SGT R5, Cas, Postal Plt SGT Course Director, AIT AIT Instructor SR LN Band NCO Sr Drill Sergeant	LEADERSHIP HR Company 1SG MEPS 1SG BAND 1SG Asst CMDT, NCOA Series Tng Chief, AIT	LEADERSHIP Nominative CSMs AG SCHOOL CSM MEPCOM CSMs BAND SGM NCOA CMDT Garrison/ASG CSM
	SPECIAL Recruiter (detailed) Instrumentalist Exec Admin Asst Attaché NCO	SPECIAL Recruiter(detailed) SSI TDD Writer/Dev Exec Admin Asst Attaché NCO	SPECIAL Recruiter (detailed) Career Mgmt NCO/Advisor EO Advisor IG NCO SSI TDD Writer/Developer AC/RC Advisor Attaché NCO	SPECIAL EO Advisor IG NCO SR LN NCO Band AC/RC Advisor Attaché NCO	SPECIAL EO SGM IG SGM

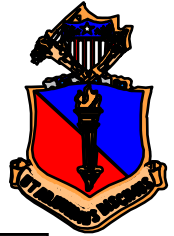
Unique ASI/SQL Positions: A3, E3, F4, F5, 2S, 7, 8, B, M, Q, X





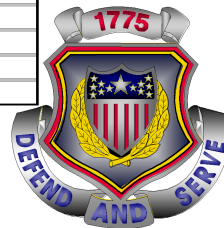
ADJUTANT GENERAL'S CORPS

MOS 42A - Career Progression



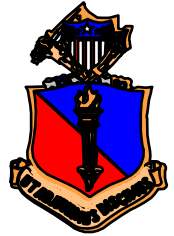
Plan

RANK		PVT/SP4/CPL SL 1	SGT SL 2	SSG SL 3	SFC SL 4	MSG/1SG SL 5	SGM/CSM SL 5
RECOMMENDED		HR Spec	HR SGT	HR SGT	BN S1SR HR SGT	Bde S1SR HR SGT	HRSC DIV SGM
DUTY		R 5, Casualty, Postal	G1/S1Staff NCO	Postal Supv	Corps/Div G1Staff	Corps/Div G1Staff	Army G1SGM
ASSIGNMENTS		G1/S1Section	R 5, Casualty, Postal -	G1/S1Staff NCO	HRC Branch Manager	HRSC Sec Chief	TAGD SGM
		CPL Recruiter	Team Chief	R 5, Casualty, Postal	Detachment Sergeant	HRC Branch NCOIC	EPMD SGM
		Exec Admin Asst	Drill Sergeant	NCO	R 5, Cas, Postal Plt Sgt	Strength Mgmt NCO	G1/AG/MPD SGM
		Attache Spec	Recruiter	Drill Sergeant	Course Director, AIT	HR Company 1SG	HRC, Branch SGM
			Exec Admin Asst	Recruiter	AIT Instructor	MEPS 1SG	Proponent SGM
			Attache NCO	SGL, NCOA	Sr Drill Sergeant	Asst Cmdt, NCOA	Operations SGM
			SQD/TM Leader	SSI/TDD Writer/Dev	Recruiter	Series Tng Chief AIT	EO SGM
			Section Leader	Exec Admin Asst	Career Mgmt NCO/Adv	EO Advisor	IG SGM
				Attache NCO	EO Advisor	IG NCO	Nominative CSMs
				AIT Instructor	IG NCO	AC/RC Advisor	AG School CSM
					SSI/TDD Writer/Dev	Attache NCO	MEPCOM CSM
					AC/RC Advisor		NCOA Commandant
					Attache NCO		Garrison/ASG CSM
INSTITUTIONAL		BCT/AIT				SERGEANTS MAJOR	
TRAINING		WLC	BNCOC	ANCOC		COURSE	
RECOMMENDED		PRIOR TO WLC	PRIOR TO BNCOC	PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED		English Composition	Comm Skills	Principles of Management		Research Techniques (Statistics)	
COURSES		Basic Mathematics	Pers Supervision	Organizational Behavior		Human Resource Management	
		Computer Literacy	Behavioral Science	Information Systems Management			
			Speed Reading (LC)	Technical Writing			
			RECOMMENDED	Battle Staff NCO Course		FS Course	
		Recommended Reading	Recommended Reading		Recommended Reading		
		Standard: 10	Standard: 11.5		Standard: 12.5		Standard: 12.9
				Achieve Army Writing Standard * →			
RECOMMENDED		SKILL LEVEL 10	SKILL LEVEL 20	SKILL LEVEL 30	SKILL LEVEL 40	SKILL LEVEL 50	
CMF-RELATED		Fundamentals of English	English Composition II	Speech	Statistics	Behavioral Science	
COURSES		Intro to Data Processing	Computer Literacy	Supervisory Mgmt	Applied Mgmt	Public Relations	
AND ACTIVITIES		Business Math	Intro to Business	Computer Operations	Creative Writing	Business Communications	
			Algebra	Algebra	Database Mgmt	Organizational Effectiveness	
			Principles of Mgmt	Educational Psychology	Political Science	Logic	
		*Begin Recommended	Fundamentals of	Psychology of learning	Office Automation		
		Professional Reading	Education	Sustainment Tng Crs	World Geography		
		List					
			Sustainment Tng Crs				
RECOMMENDED		AA/AS in: Liberal Arts, Management or Business (Any Specialty),			BA/BS in: Liberal Arts, Management or Business (Any		
CMF-RELATED		English, Computer Science, Public Relations, Economics,			Specialty), English, Computer Science, Public		
CERTIFICATION		Marketing, Behavioral Science, Educational System Tech			Relations, Economics, Marketing, Behavioral		
OR DEGREE GOAL					Science, Educational System Technology		
		BY THE 10th YEAR OF SERVICE			BY THE 15th YEAR OF SERVICE		





ADJUTANT GENERAL'S CORPS



MOS 42L - Description

MOS 42L is responsible for providing technical expertise and administrative support at every echelon of command across the Department of Defense (DOD). These positions range from battalion to MACOM, Army Staff, Joint Staff and DOD agencies. Major responsibilities of administrative NCOs include:

- Inspecting, training, improving, and providing technical oversight for all aspects of administrative operations.
- Planning and organizing all administrative policies and procedures.
- Maintaining classified documents/containers, managing correspondence, publications, files, postal operations, and distribution.

Chief/Senior, Administrative Sergeant/Supervisor-42L5

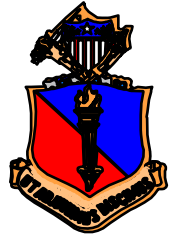


Supervises performance of administrative functions and sections or similar elements at division, comparable, or higher level headquarters. Inspects subordinate units and makes recommendation for elimination of deficiencies or improvement of administrative operations.





ADJUTANT GENERAL'S CORPS



MOS 42L - Career Enhancing Assignments

MOST CHALLENGING ASSIGNMENTS

- Bde S1 Senior Human Resources Sergeant
- Series Chief, Army Service School
- Assistant Commandant, NCOA
- First Sergeant (SQI M)
- Senior Administrative Supervisor
- Postal Supervisor/Inspector (ASI F4)
- AC/RC Advisor (Title XI)
- Security Management NCO

CHALLENGING ASSIGNMENTS

- Human Resources Sergeant at MACOM/DOD/Joint Staff
- Admin NCO at MACOM, DOD, Joint or Army Staff
- Brigade Operations Sergeant
- SGS/Protocol NCO
- Inspector General NCO
- Chief Courier
- Senior Professional Development NCO/Advisor
- ROTC Duty
- Equal Opportunity Advisor (SQI Q)

PROMOTION ENHANCING ASSIGNMENTS AT PREVIOUS GRADES:

- BN S1 Senior Human Resources Sergeant
- Drill Sergeant
- Recruiter
- Detachment Sergeant
- Instructor - Army Service School (SQI 8)
- Small Group Leader - NCO Academy
- Observer/Controller JRTC/NTC

PROMOTION ENHANCING ASSIGNMENTS AT PREVIOUS GRADES: (CONT)

- Writer/Developer - Army Service School
- MEPCOM Operations Sergeant
- Career Mgmt NCO/Professional Development NCO
- Executive Administrative Assistant (ASI E3)

QUICK REFERENCE CHART

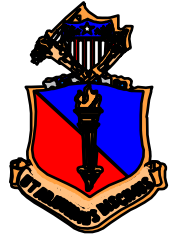
ASI	A3, E3, F4, 2S
SQI	8, Q, M
TDA	88%
TOE	12%
INST	1 (0.5%)
EOA	24 (12.6%)
1SG	60 (31.6%)

(Note: Career Enhancing Assignments are not listed in order of precedence)





ADJUTANT GENERAL'S CORPS

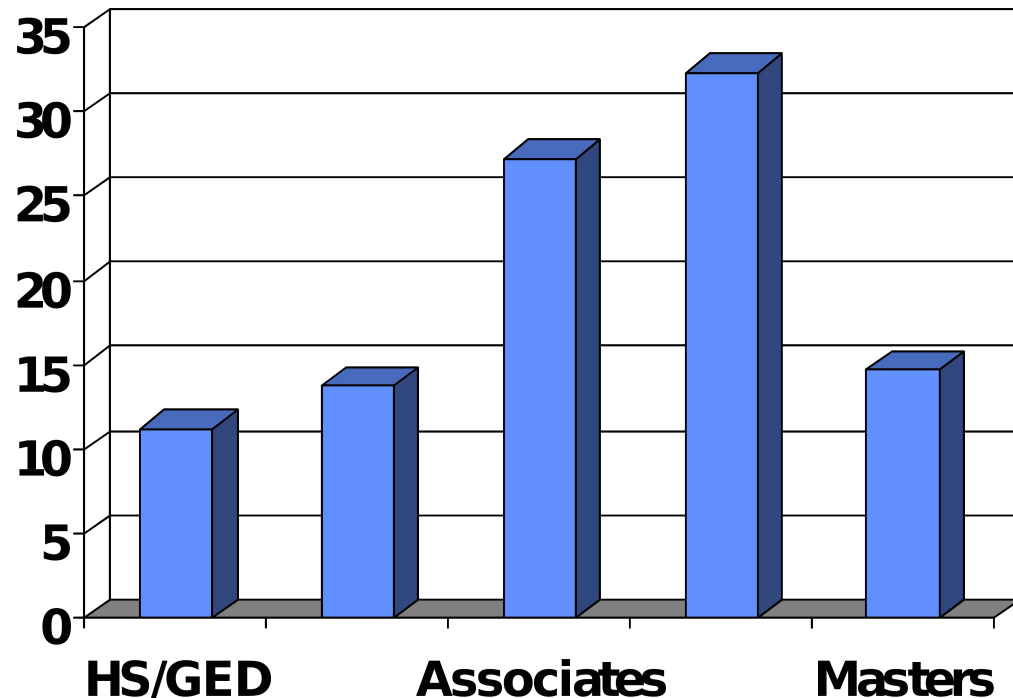


MOS 42L - Education

- USASMA
- ANCOC
- Executive Administrative Assistant (ASI E4)
- Postal Supervisor Course (ASI F4)
- Manpower and Force Development (ASI A3)
- Battle Staff Course (ASI 2S)
- First Sergeant Course (SQI M)
- Equal Opportunity Advisor Course (SQI Q)

*** Civilian education by itself does not determine promotion potential; however, it is a good indicator of an NCOs desire to excel and professionally develop themselves as leaders. When reviewing civilian education, attention should also be given to the demands of the job that NCOs have held.**

*** The Career Development Model recommends AA/AS by the 10th year of service and a BA/BS by the 15th year of service.**



Current civilian education levels for Skill Level 5

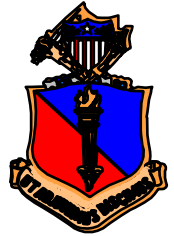
14.7% Master's Degree
32.3% Bachelor's Degree
27.2% Associate's Degree
13.8% 2 yrs college (60 SH)
11.2% HS diploma or equivalent
0.4% Non-HS Grad





ADJUTANT GENERAL'S CORPS

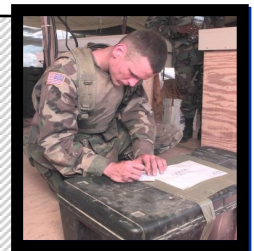
MOS 42L - Unique Characteristics



- ✓ **TOE VS. TDA ASSIGNMENTS:** Senior NCOs serving in MOS 42L may have a significant amount of time in TDA units. At the rank of SSG, 87% of 42L positions are in TDA units, 87% of all SFC positions are in TDA units and 88% of all MSG/1SG positions are in TDA units. NCOs should not be penalized for serving in TDA only positions at the senior NCO grades.
- ✓ **POSTAL NCO/SUPERVISOR (ASI F4/F5):** These positions are found predominately in the TOE/MTOE environment. The majority of authorizations are overseas (63%). These duties are performed in a high-stress, fast paced, and often deployed environment.
- ✓ **SPECIAL DUTY ASSIGNMENTS:** Many 42L duty assignments are in non-troop leading Special Management Commands (i.e. ROTC, MACOM, Joint Staff, Attaché, DIA, etc.). 1SG, Drill Sergeant, Recruiter, EO Advisor, AC/RC and Instructor positions are limited. Additionally, many 42L First Sergeant assignments are found in the Military Entrance Processing Command (MEPCOM). 1SG's in MEPCOM operate independently from higher headquarters and perform troop leading duty with the other services of the Department of Defense. Those who have performed successfully have demonstrated exceptional duty performance.
- ✓ **SECURITY MANAGEMENT NCOs/COURIERS:** NCOs serving in special security management positions within DOD and Joint agencies that have a requirement for TS/SCI must maintain exceptional standards of personal and professional conduct. These positions include personnel security requirements, information security requirements, and physical security requirements. The tremendous level of responsibility inherent in these positions should be considered positively during board deliberations.

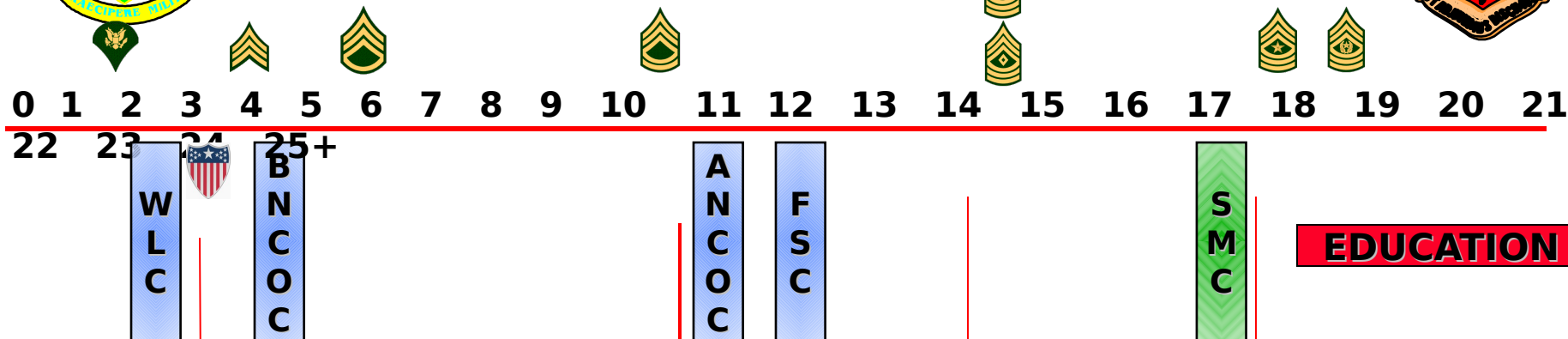
	DRILL SGT AUTHS	RECRUITER AUTHS	INSTRUCTOR AUTHS	EOA	1SG AUTHS	AUTHS
SSG	60 (7.5%)	221 (27.7%)	15 (1.9%)	NA	NA	NA
SFC	27 (4.6%)	0 (0.0%)	10 (1.7%)	102 (17.5%)	NA	NA
MSG	NA	NA	1 (0.5%)	24 (12.6%)	60 (31.6%)	NA

(x.x%) = Percent of authorizations for that grade based on total authorizations





CMF 42 Lifecycle Development & Utilization ADJUTANT GENERAL'S CORPS



Typical Assignments

			PZ SFC	PZ MSG	PZ SGM
SPC STAFF	SGT STAFF	SSG STAFF	SFC STAFF	MSG/1SG STAFF	SGM/CSM STAFF
HR Spec	HR SGT	HR SGT	BN S1 SR HR SGT	BDE S1 SR HR SGT	HRSC Div SGM
R5, Postal, Casualty	G1/S1 Staff NCO	Postal Supv	Div/Corps G1 Staff NCO	Corps/Div G1 Sec NCOIC	Army G1 SGM
G1/S1 Section	R5, Cas, Postal	G1/S1 Staff NCO	HRC Branch Manager	HRSC Sec Chief	TAGD SGM
HR Info Sys	Team Chief	R5, Cas, Postal NCO	LEADERSHIP	HRC Branch NCOIC	EPMD SGM
Mgmt	HR Info Sys Mgmt	LEADERSHIP	Detachment SGT	Strength Mgmt NCO	G1/AG SGM
Spec	SGT	Drill Sergeant	R5, Cas, Postal Plt SGT	LEADERSHIP	HRC, Branch SGM
SPECIAL	LEADERSHIP	AIT Instructor	Course Director, AIT	HR Company 1SG	Proponent SGM
CPL Recruiter	Drill Sergeant	SGL, NCOA	AIT Instructor	MEPS 1SG	OPNS SGM
Instrumentalist	SQD/TM Ldr	Squad Leader	SR LN Band NCO	BAND 1SG	LEADERSHIP
Exec Admin	Section Ldr	SPECIAL	Sr Drill Sergeant	Asst CMDT, NCOA	Nominative CSMs
Asst	SPECIAL	Recruiter(detailed)	SPECIAL	Series Tng Chief, AIT	AG SCHOOL CSM
Attaché NCO	Recruiter (detailed)	SSI TDD Writer/Dev	Recruiter (detailed)	SPECIAL	MEPCOM CSMs
	Instrumentalist	Exec Admin Asst	Career Mgmt	EO Advisor	BAND SGM
	Exec Admin Asst	Attaché NCO	NCO/Advisor	IG NCO	NCOA CMDT
	Attaché NCO		EO Advisor	SR LN NCO Band	Garrison/ASG CSM
			IG NCO	AC/RC Advisor	SPECIAL
			SSI TDD Writer/Developer	Attaché NCO	EO SGM
			AC/RC Advisor		IG SGM
			Attaché NCO		

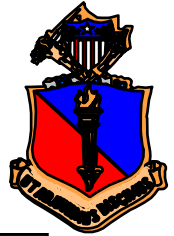
Unique ASI/SQL Positions: A3, E3, F4, F5, 2S, 7, 8, B, M, Q, X



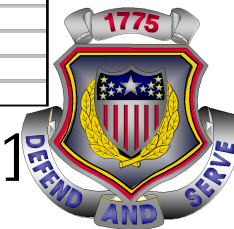


ADJUTANT GENERAL'S CORPS

MOS 42L - Career Progression Plan

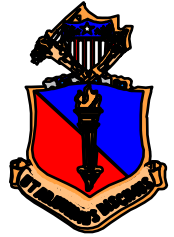


RANK Skill Level		PVT-SPC/CPL SL 1	SGT SL 2	SSG SL 3	SFC SL 4	MSG/1SG SL 5	SGM/CSM SL 5
RECOMMENDED DUTY ASSIGNMENTS		HR/Admin Spec	HR/Admin SGT	HR/Admin SGT	BN S1SR HR SGT	Bde S1SR HR SGT	HRSC DIV SGM
		R 5, Casualty, Postal	G1/S1Staff NCO	Postal Supv	Corps/Div G1Staff	Corps/Div G1Staff	ArmyG1SGM
		G1/S1Section	R 5, Casualty, Postal -	G1/S1Staff NCO	HRC Branch Manager	HRSC Sec Chief	TAGD SGM
		CPL Recruiter	Team Chief	R 5, Casualty, Postal	Detachment Sergeant	HRC Branch NCOIC	EPMD SGM
		Exec Admin Asst	Drill Sergeant	NCO	R 5, Cas, Postal Plt Sgt	Strength Mgmt NCO	G1/AG/MPD SGM
		Attache Spec	Recruiter	Drill Sergeant	Course Director, AIT	HR Company 1SG	HRC, Branch SGM
			Exec Admin Asst	Recruiter	AIT Instructor	MEPS 1SG	Proponent SGM
			Attache NCO	SGL, NCOA	Sr Drill Sergeant	Asst Cmdt, NCOA	Operations SGM
			SOD/TM Leader	SSI/TDD Writer/Dev	Recruiter	Series Tng Chief AIT	EO SGM
			Section Leader	Exec Admin Asst	Career Mgmt NCO/Adv	EO Advisor	IG SGM
				Attache NCO	EO Advisor	IG NCO	Nominative CSMs
				AIT Instructor	IG NCO	AC/RC Advisor	AG School CSM
					SSI/TDD Writer/Dev	Attache NCO	MEPCOM CSM
				AC/RC Advisor		NCOA Commandant	
				Attache NCO		Garrison/ASG CSM	
INSTITUTIONAL TRAINING		BCT/AIT WLC	BNCOC	ANCOC		SERGEANTS MAJOR COURSE	
RECOMMENDED NCOES-RELATED COURSES		PRIOR TO WLC	PRIOR TO BNCOC	PRIOR TO ANCOC		PRIOR TO SMC	
		English Composition	Comm Skills	Principles of Management		Research Techniques (Statistics)	
		Basic Mathematics	Pers Supervision	Organizational Behavior		Human Resource Management	
		Computer Literacy	Behavioral Science	Information Systems Management			
			Speed Reading (LC)	Technical Writing			
			RECOMMENDED	Battle Staff NCO Course		FS Course	
		Recommended Reading	Recommended Reading		Recommended Reading		
	Standard: 10	Standard: 11.5		Standard: 12.5		Standard: 12.9	
		← Achieve Army Writing Standard * →					
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES		SKILL LEVEL 10	SKILL LEVEL 20	SKILL LEVEL 30	SKILL LEVEL 40	SKILL LEVEL 50	
		Fundamentals of English	English Composition II	Speech	Statistics	Behavioral Science	
		Intro to Data Processing	Computer Literacy	Supervisory Mgmt	Applied Mgmt	Public Relations	
		Business Math	Intro to Business	Computer Operations	Creative Writing	Business Communications	
			Algebra	Algebra	Database Mgmt	Organizational Effectiveness	
			Principles of Mgmt	Educational Psychology	Political Science	Logic	
		*Begin Recommended	Fundamentals of	Psychology of Learning	Office Automation		
	Professional Reading	Education	Sustainment Tng Crs	World Geography			
	List						
		Sustainment Tng Crs					
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL		AA/AS in: Liberal Arts, Management or Business (Any Specialty), English, Computer Science, Public Relations, Economics, Marketing, Behavioral Science, Educational System Tech			BA/BS in: Liberal Arts, Management or Business (Any Specialty), English, Computer Science, Public Relations, Economics, Marketing, Behavioral Science, Educational System Technology		
		BY THE 10th YEAR OF SERVICE			BY THE 15th YEAR OF SERVICE		





ADJUTANT GENERAL'S CORPS

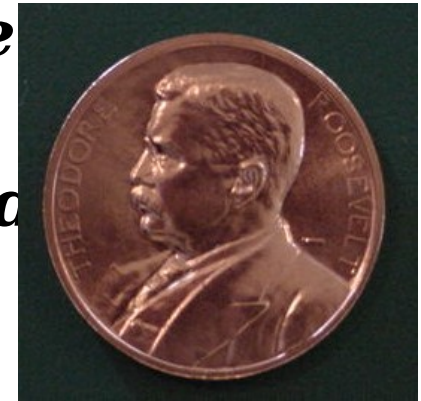


REGIMENTAL AWARDS

A comprehensive awards program recognizes exceptional performance and service by members of the AGCRA.

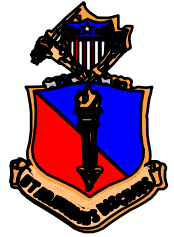
Awards available to include

- MG Horatio Gates (Gold)*
- MG Horatio Gates (Bronze)*
- AGCRA Achievement Medal*
- MG Winfield Scott Medal*
- President Benjamin Harrison Medal*
- President Theodore Roosevelt Medal*
- Alexander Macomb Medal*





ADJUTANT GENERAL'S CORPS



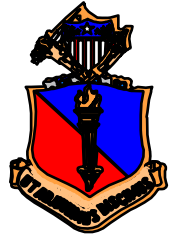
REGIMENTAL AWARDS DESCRIPTION

- ❖ **Horatio Gates Gold and Bronze Medal:** This medal is struck by the United States Mint from the original die used in making the Gold Medal presented to Major General Horatio Gates by Congressional resolution to commemorate his victories over the British in the Battles of Bennington, Fort Stanwix, and Saratoga. These three key battles prevented the British from occupying the strategic Hudson Valley and isolating New England from other colonies. The purpose of this medal is to recognize the achievements and/or service of individuals who promote the objectives and purposes of the Adjutant General's Corps Regimental Association (AGCRA) and the Adjutant General's Corps (AGC) as set forth in the Constitution and Bylaws of the Association.
- ❖ **AGCRA Achievement Medal:** At the request of many Chapter Presidents, the AGCRA created a second award to recognize contributions to the Association and the AG Corps. The medal is struck from an original design drawn at Fort Benjamin Harrison. The purpose of this medal is to recognize outstanding achievements and/or meritorious service of individuals who promote the objectives and purposes of the AGCRA and the AG Corps as set forth in the Constitution and Bylaws of the Association. The AGCRA Achievement Medal is awarded for achievement and/or service of a lesser degree than required for award of the Horatio Gates Medal.
- ❖ **MG Winfield Scott Medal:** This award is for outstanding performance in leadership, academics, and physical fitness while attending advanced level training. The medal is struck by the U. S. Mint from the original die used in making General Scott's Congressional Gold Medal for his service as the Army Commander in Chief during the Mexican War of 1847. The purpose of this medal is to promote excellence in leadership, academics, and physical fitness by recognizing the overall outstanding graduates of advanced level professional development courses (e.g. ANCOG, AGCCC, and WOAC).





ADJUTANT GENERAL'S CORPS



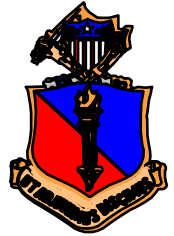
REGIMENTAL AWARDS DESCRIPTION

- ❖ **President Benjamin Harrison Medal:** This award is for outstanding performance in leadership, academics, and physical fitness while attending basic level training. The medal is struck by the U. S. Mint from the original die used in making the Benjamin Harrison Presidential Medal in 1893. The award is presented in recognition of Fort Benjamin Harrison as the original home of the Adjutant General's Corps. The purpose of this medal is to promote excellence in leadership, academics, and physical fitness by recognizing the overall outstanding graduates of basic level professional development courses (e.g. BNCOC, AGOBC, and WOBC).
- ❖ **President Theodore Roosevelt Medal:** This award is for superior achievement in physical fitness. The medal is struck by the U. S. Mint from the original die in making the Theodore Roosevelt Presidential medal. President Roosevelt named Fort Benjamin Harrison the home of the AG Corps. He also established the first Army physical fitness test in the War Department, General Order #240, dated December 4, 1907, when he advocated that it is just as much the duty of those who serve their country to adopt such measures and pursue such habits as will maintain a physical condition fit for service to their country as it is to cultivate their minds and in fitting themselves for the intellectual duties of their profession. The purpose of this medal is to promote physical fitness by recognizing members of the Association who achieve a maximum score on the APFT.
- ❖ **Alexander Macomb Medal:** Alexander Macomb served as the Army's Adjutant General in 1812, and later as General in Chief of the Army from 1828 until his death in 1841. He was one of the first officers to receive formal military training at West Point. Major General Macomb was a Soldier/Scholar/General throughout his life publishing books and articles and becoming well known in his day for community involvement. He espoused the position that the commanding general should have active command of the whole Army including the staff bureaus, under loose supervision of the secretary of war; the increase of enlisted pay to discourage desertion; the augmentation of officers in the service branches to free line officer for field duty; relief for widows and orphans of regular officer victims of wounds and disease; and a system of officer retirement and replacement. The Alexander Macomb Award is a Commandant's Award given to deserving individuals/units/agencies whose contributions to the AG Corps are in keeping with the spirit of Major General Macomb's service to community.





ADJUTANT GENERAL'S CORPS



MOS 42A & 42L

Promotion Potential Indicators



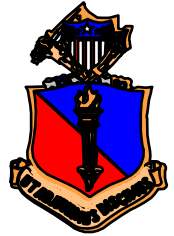
The following indicators should be considered when evaluating promotion potential for AG Corps NCOs to the rank of SGM:

- Strongest indicator of potential is a Soldier that has graduated from the U.S. Army Sergeants' Major Academy.
- Strong indicator is a Soldier that has been selected for or currently attending the U.S. Army Sergeants' Major Academy.
- Served successfully in one of the most challenging duty assignments. Served successfully in a SGM position supported by superior NCOER.
- Received distinguished recognition (NCO/Drill Sgt/Recruiter of the Year, Sergeant Audie Murphy Club, Sergeant Morales Club, etc.).
- Strong NCOERs reflecting outstanding duty performance and potential in a variety of assignments.
- Exceeded NCOES course standards (Honor Graduate, Commandant's List, Distinguished Leader Award).
- Demonstrates high standards of conduct and adherence to the Army values and Warrior Ethos.
- Consistently seeks continuous learning opportunities through military courses and civilian educational opportunities.
- Maintains high physical fitness standards and consistent compliance with height and weight standards.
- Demonstrated knowledge and technical proficiency in automated systems and equipment.





ADJUTANT GENERAL'S CORPS



Command Sergeant Major - 00Z **Selection Potential Indicators**



The following indicators should be considered when evaluating selection

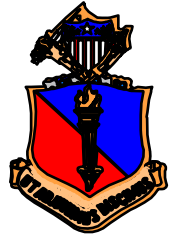
potential for AG Corps NCOs to the rank of CSM: (in addition to those on previous page)

- Strong performance in at least one of the **most** challenging jobs for their MOS. Duty performance as a First Sergeant is highly indicative of an individual's potential.
- Strong troop-leading time through progressively higher levels of responsibility, e.g. Drill Sergeant, Postal Supervisor, Platoon Sergeant, Detachment Sergeant, First Sergeant. Strong senior rater comments on potential for troop-leading assignments and appointment to CSM.
- Variety of assignments with TO&E and TDA mixture. 42Ls may not have as much TO&E time as 42A because of the authorization mixture for the MOS.
- Exceptional leadership skills as indicated by bullet comments on NCOERs and AERs from Army service schools.
- Demonstrated an ability to promote synergy and teamwork throughout their assignments as evidenced
by comments on NCOERs.





ADJUTANT GENERAL'S CORPS



MOS 42A & 42L - Proponent POCs



Approved for release: 8 May 2006

**/Original Signed/
J. KELLY FAIN
CSM, USA
Regimental CSM**

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